

SURVEY OF MANPOWER AND EMPLOYMENT STATISTICS
(Including Numbers in Armed Forces)

Copy No. 15.

MAY, 1942.

- NOTE: (1) As this memorandum contains secret data as to Defence forces and total manpower position, its circulation is limited to a small list of officers who have occasion to use it. Particulars as to numbers in defence forces must not be published in any way and the document must be carefully safeguarded.
- (2) The statistics herein are as at the end of May, 1942. Future issues will appear about eight weeks after the end of the month to which they relate.

1. Employment and Enlistments: The following table shows, as at the end of July, 1939, and of each month since July, 1941, the estimated number of persons employed as wage and salary earners in industry (excluding rural and household domestic) and the net enlistments in the defence forces since the commencement of the war. "Net enlistments" represents the net number of men taken into defence forces and not discharged therefrom. It includes dead, missing, prisoners of war and wounded.

Australia - Persons Employed in Industry and the Defence Forces.

End of Month	Employed in Industry (excluding Rural and Household Domestic)			Net Enlistments in Defence Forces (a)			Total (excluding persons employed in rural in- dustry and household domestic service)		
	M.	F.	T.	M.	F.	T.	M.	F.	T.
1939 - July ..	'000 1306.0	'000 420.5	'000 1726.5	'000 -	'000 -	'000 -	'000 1306.0	'000 420.5	'000 1726.5
1941 - July ..	1393.3	511.2	1904.5	321.1	0.2	321.3	1714.4	511.4	2225.8
August ..	1398.1	516.0	1914.1	338.4	0.3	338.7	1736.5	516.3	2252.8
September ..	1408.1	521.6	1929.7	344.2	1.9	346.1	1752.3	523.5	2275.8
October ..	1408.1	527.7	1935.8	359.0	2.9	361.9	1767.1	530.6	2297.7
November ..	1407.7	533.1	1940.8	378.5	3.6	382.1	1786.2	536.7	2322.9
December ..	1394.6	535.1	1929.7	436.6	4.3	440.9	1831.2	539.4	2370.6
1942 - January ..	1378.1	537.6	1915.7	481.6	5.8	487.4	1859.7	543.4	2403.1
February ..	1368.0	548.0	1916.0	513.3	7.0	520.3	1881.3	555.0	2436.3
March ..	1363.4	554.2	1917.6	545.5	9.2	554.7	1908.9	563.4	2472.3
April ..	1354.7	559.0	1913.7	574.8	11.5	586.3	1929.5	570.5	2500.0
May ..	1343.4	557.5	1900.9	594.3	13.9	608.2	1937.7	571.4	2509.1

- (a) See Section 4 of this survey for fuller details of these figures. They represent "Gross Enlistments" less discharges and include dead, missing and prisoners of war. From January to April 1942, "net enlistments" includes some men who had been "returned to areas". Figures for these months will require some revision to exclude these men returned to civilian life. The greatest adjustment necessary in any one month would probably not exceed 20,000 men, but the May figures are believed to be approximately correct.

The main features of the May figures are a continuation of the decrease in the number of males employed in industry (excluding rural), a cessation of the increase in the number of females employed, and a somewhat smaller increase in net enlistments than has been usual in the last few months. The net effect is that the total number of persons employed in industry and the forces increased by only 9,000 in May, compared with an average monthly increase of over 35,000 during the 5 months, December 1941 to April 1942.

Male employment decreased by 11,300 in May, compared with 8,700 in April, while female employment, which had increased on the average by more than 5,000 per month from July 1941 to April 1942, decreased in May by 1,500.

Net enlistments of males increased in May by almost 20,000. The greatest monthly increase in enlistments was nearly 60,000 in December 1941, in January 1942 the increase was 45,000; and in each of the three months, February, March and April, it was approximately 30,000.

2. Summary of Manpower Statistics - Australia: The following table shows for May, 1942, the number of males and females enlisted in the Defence Forces, those engaged as wage or salary earners in civil occupations other than rural and household domestic pursuits, and unemployed wage and salary earners. Comparison of the changes in each of these groups from pre-war conditions (July, 1939) and from November, 1941, is also made. The three centre columns show figures for the complete period since the commencement of war, while the three right hand columns show that part of the change which has occurred since the entry of Japan into the war.

Australia - Summary of Man-power Statistics as at May, 1942.

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Particulars	Totals as at end of May, 1942			Increases					
				July, 1939 to May, 1942 (Whole War Period)			November, 1941 to May, 1942 (Pacific War Period)		
	M.	F.	T.	M.	F.	T.	M.	F.	T.
(i) <u>Defence Forces</u> - Gross Enlistments less discharges since commencement of war ..	'000	'000	'000	'000	'000	'000	'000	'000	'000
	594.3	13.9	608.2	594.3	13.9	608.2	215.8	10.3	226.1
(ii) <u>Wage and Salary Earners employed, other than rural and household domestic workers:</u>									
<u>Munitions, Shipbuilding, Aircraft</u> ..	78.0	22.5	100.5	67.4	21.4	88.8	18.3	11.3	29.6
<u>Other Factories and Workshops</u>	475.4	180.2	655.6	48.8	33.1	81.9	-25.0	-0.6	-25.6
<u>Other</u> ..	790.0	354.8	1144.8	-78.8	82.5	3.7	-57.6	13.7	-43.9
<u>Total:</u>	1343.4	557.5	1900.9	37.4	137.0	174.4	-64.3	24.4	-39.9
(iii) <u>Unemployed</u> through sickness, accident, unfitness, and lack of work ..	40.6	17.8	58.4	-223.4	-16.2	-239.6	-33.3	-1.5	-34.8
<u>Total Defence Forces, Employees, and Unemployed:</u>	1978.3	589.2	2567.5	408.3	134.7	543.0	118.2	33.2	151.4
(iv) <u>Normal Increase in Wage and Salary Earners:</u>	-	-	-	62.7	29.0	91.7	10.9	5.1	16.0
(v) <u>Persons drawn</u> from "not gainfully occupied" groups, employers, and self-employed, and from rural and private domestic wage earners ..	-	-	-	345.6	105.7	451.3	107.3	28.1	135.4

Notes to above table:

- (i) Defence forces include enlistments since the commencement of war only. Fuller details are given in Section 4 of this summary. The relatively small number of permanent forces are included in "other" wage and salary earners employed - item (ii) of above table.
- (iii) Unemployed wage and salary earners include all those not in employment on account of sickness, accident, unfitness, and lack of work. Sickness and accidents are responsible for about 45,000 of the total unemployed shown above.
- (iv) Normal increase in wage and salary earners is the estimated increase in the number of available wage and salary earners which would have been expected had the trends of recent pre-war years been continued. Interstate migration which actually occurred between July 1939 and May 1942 has, however, been taken into account as far as possible, but the figures are approximations only, and will be revised from time to time as later data become available.
- (v) "Not gainfully occupied" groups include independents, retired persons, women previously not gainfully occupied, children who commence wage earning earlier than they would in normal times, and persons who delay their retirement from wage-earning occupation.

It will be seen that since July, 1939, 608,200 persons have been absorbed by the defence forces while 174,400 have been absorbed into industries other than rural and private domestic service. This total of 782,600 has been drawn from (a) unemployed wage and salary earners, the decrease of whom has contributed 239,600 persons, (b) normal increase of wage and salary earners amounting to 91,700 persons, and (c) persons not gainfully occupied, (including retired persons who have become wage earners and wage earners who have delayed retirement), employers and self-employed persons who have become salary and wage earners, and rural and private domestic wage earners who have entered the forces or transferred to other industry. This latter group has contributed 451,300 persons; but what proportion came from each of the sections embraced in the group it is not possible to say from data at present available. The table on this page indicates that approximately 106,000 of them were females.

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The next table summarizes the salient features of the foregoing analysis for males and females separately in three periods (a) July 1939 to July 1941 - the first period of war, (b) July 1941 to November 1941, and (c) November 1941 to May 1942 - the period since war commenced in the Pacific.

	Total for each Period			Average per Month		
	July, 1939 to July, 1941 (24 Mths.)	July 1941 to November 1941 (4 Mths.)	November, 1941 to May, 1942 (6 Mths.)	July, 1939 to July, 1941 (24 Mths.)	July 1941 to November 1941 (4 Mths.)	November 1941 to May 1942 (6 Mths.)
MALES (THOUSANDS)						
Increase in Defence Forces ϕ	321.1	57.4	215.8	13.4	14.3	36.0
Increase in employment in industry (other than rural)	87.3	14.4	-64.3	3.6	3.6	-10.7
<u>Total Increase in Forces and Industry:</u>	408.4	71.8	151.5	17.0	17.9	25.3
The source of this increase was:-						
(a) Decrease in unemployed	175.0	15.1	33.3	7.3	3.8	5.6
(b) Normal increase wage and salary earners ..	44.5	7.3	10.9	1.8	1.8	1.8
(c) Drawn from other groups \star ..	188.9	49.4	107.3	7.9	12.3	17.9
FEMALES (THOUSANDS)						
Total increase in Defence Forces and Industry (other than rural and household domestic) ..	90.9	25.3	34.7	3.8	6.3	5.8
The source of this increase was:-						
(a) Decrease in unemployed	14.2	0.5	1.5	0.6	0.1	0.2
(b) Normal increase in wage and salary earners ..	20.5	3.4	5.1	0.9	0.9	0.9
(c) Drawn from other groups \star ..	56.2	21.4	28.1	2.3	5.3	4.7

ϕ See explanation of net enlistments in Section 4 on page 5 hereof.

\star As defined in (v) in table on preceding page.

The increase of 782,600 persons in defence forces and industry and trade since July, 1939, consisted of 499,300 persons up to July, 1941, and 283,300 since that date. The increase averaged 20,800 monthly for the first 24 months, and has risen to an average of 31,100 during the last 6 months. Normal increase has supplied about 2,700 each month; but while unemployed supplied on an average nearly 8,000 each month during the first 24 months, the last 6 months have yielded only an average of 5,800 from absorption of unemployed. After allowing for the number of workers idle through normal sickness, accidents etc., the number of unemployed now remaining to be absorbed into employment has reached an extremely low figure.

The average monthly inflow of men from rural and domestic occupations, employers and self-employed persons, and unoccupied persons was 7,900 during the 24 months, July 1939 to July 1941. It reached its greatest rate in December 1941 with an addition of over 40,000, but since then has receded somewhat, being between 10,000 and 20,000 during each of the four months, January to April, 1942. In May, on account of the strongly continued decrease in males in employment and a smaller enlistment increase, it fell to 2,000. Similarly, the inflow of females, which reached a peak early in 1942, ceased during May. Female enlistments increased by 2,400 in May (about the same as in the preceding two months), but a decrease in female employment, some decrease of unemployed females and the normal increase in numbers of females available, more than made up the numbers absorbed by the Forces.

/3. Summary

3. Summary of Man-power Statistics - States: The chief items in the table on page 2 are shown separately for States in the next table.

States - Summary of Man-power Statistics as at end of May, 1942.

State	Totals as at end of May, 1942			Increases					
				July 1939 to May 1942 (Whole War Period)			Nov. 1941 to May 1942 (Pacific War Period)		
	M.	F.	T.	M.	F.	T.	M.	F.	T.
(i) <u>Defence Forces (Gross Enlistments less Discharges)</u> (See Section 4, page 5 hereof) (Thousands)									
New South Wales (a)	220.7	4.0	224.7	220.7	4.0	224.7	85.8	2.7	88.5
Victoria ..	169.6	4.1	173.7	169.6	4.1	173.7	61.7	3.1	64.8
Queensland ..	77.0	2.2	79.2	77.0	2.2	79.2	27.5	1.8	29.3
South Australia ..	44.8	1.4	46.2	44.8	1.4	46.2	13.0	1.0	14.0
Western Australia..	61.7	1.7	63.4	61.7	1.7	63.4	20.7	1.4	22.1
Tasmania ..	20.0	0.5	20.5	20.0	0.5	20.5	6.8	0.3	7.1
<u>Australia:(b)</u>	594.3	13.9	608.2	594.3	13.9	608.2	215.8	10.3	226.1
(ii) <u>Wage and Salary Earners Employed, other than Rural and Household Domestic Workers</u> (Thousands)									
New South Wales (a)	558.4	223.6	782.0	18.9	61.9	80.8	-21.6	6.4	-15.2
Victoria ..	379.7	183.9	563.6	17.1	45.4	62.5	-23.7	7.0	-16.7
Queensland ..	163.1	58.0	221.1	-10.2	6.9	- 3.3	- 5.1	2.0	- 3.1
South Australia ..	126.6	48.3	174.9	19.3	16.0	35.3	- 0.4	6.6	6.2
Western Australia..	75.4	28.9	104.3	- 8.5	3.6	- 4.9	- 9.6	1.2	- 8.4
Tasmania ..	38.5	14.6	53.1	0.8	3.1	3.9	- 2.1	1.3	- 0.8
<u>Australia:(b)</u>	1343.4	557.5	1900.9	37.4	137.0	174.4	-64.3	24.4	-39.9
(iii) <u>Unemployed (including Sickness, Accident etc.) (See note (iii) on page 2)</u> (Thousands)									
New South Wales (a)	13.7	6.3	20.0	- 98.7	- 5.3	-104.0	-13.0	-0.4	-13.4
Victoria ..	8.8	4.9	13.7	- 54.8	- 4.6	- 59.4	- 2.7	-0.1	- 2.8
Queensland ..	12.3	3.9	16.2	- 27.0	- 3.2	- 30.2	-13.7	-1.0	-14.7
South Australia ..	2.9	1.4	4.3	- 17.9	- 1.8	- 19.7	- 0.4	0.1	- 0.3
Western Australia..	2.0	0.9	2.9	- 18.8	- 1.0	- 19.8	- 3.0	0.0	- 3.0
Tasmania ..	0.9	0.4	1.3	- 6.2	- 0.3	- 6.5	- 0.5	-0.1	- 0.6
<u>Australia:(b)</u>	40.6	17.8	58.4	-223.4	-16.2	-239.6	-33.3	-1.5	-34.8
(iv) <u>Persons drawn from Not Occupied Groups, Employers, Self-employed and Rural and Private Domestic Wage Earners.</u> (Thousands)									
New South Wales (a)	..	..	..	117.3	49.5	166.8	46.9	7.1	54.0
Victoria ..	..	..	..	100.9	33.5	134.4	27.9	7.0	34.9
Queensland ..	..	..	..	35.8	2.9	38.7	9.4	2.9	12.3
South Australia ..	..	..	..	42.4	13.4	55.8	10.1	7.0	17.1
Western Australia..	..	..	..	34.9	3.2	38.1	8.8	2.5	11.3
Tasmania ..	..	..	..	14.7	2.9	17.6	4.7	1.5	6.2
<u>Australia:(b)</u>	..	..	..	345.6	105.7	451.3	107.3	28.1	135.4

(a) Including Australian Capital Territory.

(b) Including Australian Capital Territory and Northern Territory.

The figures in the last part of the above table, compared with those shown for April, changed very little in total for Australia, as has been remarked on the previous page. Amongst males, the only significant change was an increase of 5,700 for Victoria. This brings the figures for that State more into line with the position prior to April, and is due to the small increase in the enlistment figures for April, being made up by a large increase in May. Figures for females were little changed from April, with the exception of a decrease of 1,900 for Victoria. This was due chiefly to a substantial decline in the number of females employed in industry in that State.

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The last part of the foregoing table gives some indication of the extent to which available man- and woman-power has been drawn upon in the various States. Per 1,000 male or female population, the numbers of persons who entered the defence forces or industry from not gainfully occupied groups, employers, and self-employed, and rural and private domestic wage-earners are estimated as follows:-

Per 1,000 Population at 30th June, 1939.

State	July 1939 to May 1942 (Whole War Period)		July 1939 to November 1941 (Before Pacific War)		November 1941 to May 1942 (Pacific War Period)	
	Males	Females	Males	Females	Males	Females
New South Wales ..	84.3	36.2	50.6	31.0	33.7	5.2
Victoria ..	108.7	35.2	78.6	27.9	30.1	7.3
Queensland ..	67.3	6.0	49.7	0.0	17.6	6.0
South Australia ..	142.3	45.0	108.4	21.5	33.9	23.5
Western Australia ..	142.6	14.5	106.6	3.1	36.0	11.4
Tasmania ..	122.1	24.9	83.1	12.0	39.0	12.9
AUSTRALIA:	98.3	30.7	67.8	22.6	30.5	8.1

The above figures reveal a position which may be summarized as follows.

Diversion of men into the forces and industry has proceeded farthest in Western Australia and South Australia. This position had been well established during the early part of the war (before the entry of Japan). It was probably due, in the case of Western Australia, to the presence of large numbers of men in non-essential or unprotected industries who were free to enlist or be called up for service, and in the case of South Australia to the munitions programme, which had been commenced early in that State, and required large numbers of men. In the period since Japan entered the war, the highest rate of diversion of men was in Tasmania, probably partly due to a drift of men into industry on the mainland, while Western Australia in second place was well ahead of any of the other four States. New South Wales took a relatively higher position in this latter period than in the earlier period, and its rate of diversion placed it on practically the same level as South Australia in the third place.

During the early part of the war, the diversion of women into industry was greatest in New South Wales and Victoria, while Queensland and Western Australia had done practically nothing to engage extra women. During the period since Japan entered the war, the rate of diversion for women has risen to an outstandingly high figure for South Australia, which placed that State well ahead of any other State in the total diversion of women for the whole war period. At the same time, the Western Australian rate for females, which was extremely low in the early war period, rose to a high level, obviously due to the necessity of finding more women to make good the large deficiency of men which the high rate for males showed must have occurred. Tasmania, also, where the diversion of men had been high, showed a correspondingly high rate for females.

4. Defence Forces: The numbers of persons enlisted in the defence forces since the commencement of war are summarized from official records in the following statement. The gross enlistments are shown in the first column, while the second column represents the net number taken into defence forces and not discharged. It includes deaths, missing, prisoners of war and wounded. This total is the significant figure for manpower purposes, and has been used in the preceding tables. It shows the net extent to which the defence forces have drawn men and women from civil life. Actually it may be a little understated, as some of the persons included as discharges are probably incapacitated, and not fit to resume civil occupations.

TOTAL DEFENCE FORCES - AUSTRALIA

Enlisted from commencement of War to 31st May, 1942.

(Full time continuous duty)

Services		Gross Enlistments	Net Enlistments
MALES			
Military - A.I.F.	..	234,465	203,094
Garrison	..	28,035	21,253
Militia	..	317,271	270,142
V.D.C.	..	3,613	3,391
Air - R.A.A.F.	..	86,903	79,153
Naval - R.A.N. and R.A.N.A.S.	..	19,387	17,279
TOTAL MALES:		689,674	594,312
FEMALES			
Military - Nurses, A.I.F.		1,233	1,088
Nurses, Militia		1,604	1,150
V.A.D. - A.I.F.		471	471
V.A.D. - Militia		1,036	883
A.W.A.S.	..	2,597	2,576
Air - W.A.A.A.F.	..	7,862	7,650
Naval - W.R.A.N.S.	..	85	85
TOTAL FEMALES:		14,888	13,903

The total numbers enlisted in all services from each State were as follows:-

NET ENLISTMENTS TO 31ST MAY, 1942.

State	Males		Females	
	Number	per 1,000 male population at 30.6.39	Number	per 1,000 female population at 30.6.39
New South Wales (a) 22.7	220,754	158.8	4.5 4,037	3.0
Victoria 17.4	169,633	182.8	4.5 4,082	4.3
Queensland .79	77,044	144.9	2.3 2,224	4.6
South Australia .46	44,826	150.5	1.4 1,419	4.8
Western Australia .63	61,652	251.9	1.8 1,678	7.6
Tasmania .21	20,039	166.4	.5 463	4.0
<u>AUSTRALIA (b): 610</u>	594,312	168.9	15. 13,903	4.0

- (a) Including Australian Capital Territory.
(b) Including Australian Capital Territory and Northern Territory.

- Notes:
- (i) "Net Enlistments" represents gross enlistments less discharges and includes dead, missing, prisoners of war and wounded. It represents net number withdrawn from civil occupations.
- (ii) Small differences between the rates per 1,000 population for the various States should not be regarded as significant, as the Military districts do not in all cases exactly coincide with State boundaries. For example, a portion of New South Wales is included with the 3rd Military District (Victoria). The outstanding feature of the rates are the relatively very high figures for Western Australia. The total net male enlistments for Western Australia amount to about 60 per cent. of all men aged between 18 and 45 years.

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CANBERRA, A.C.T.

5th August, 1942.